

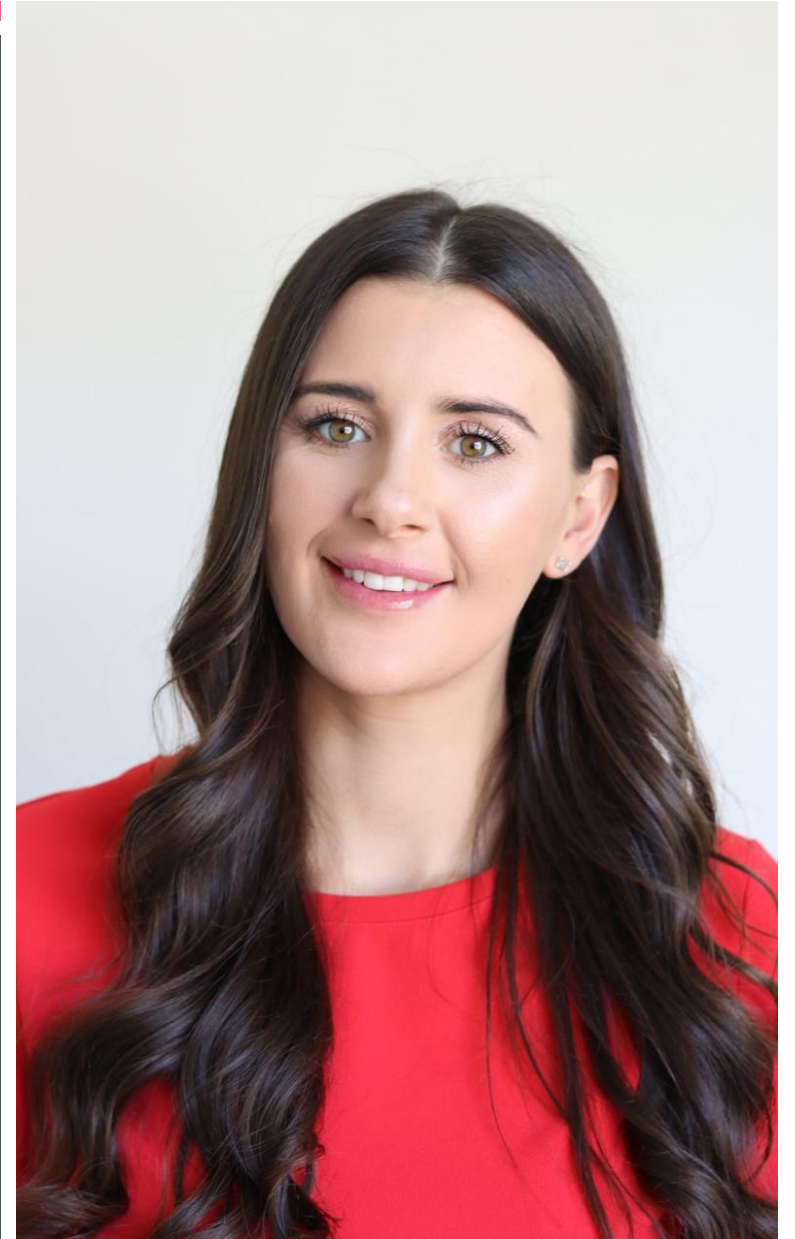


# THE UPSTANDER EFFECT

ARE YOU A SILENT BYSTANDER?

**Bullyology**

# FOUNDER STORY JESSICA HICKMAN



# OUR VISION:

Our vision is that:

- Organisations are prioritising employee wellbeing
- Education and awareness is affordable and accessible
- People at work are taking ownership of their personal and mental wellbeing.
- Workplace bullying is in decline
- We empower a generation of upstanders.

**Bullyology**



WHY:

Workplace bullying costs Australian employers between **\$6 billion and \$36 billion per annum**

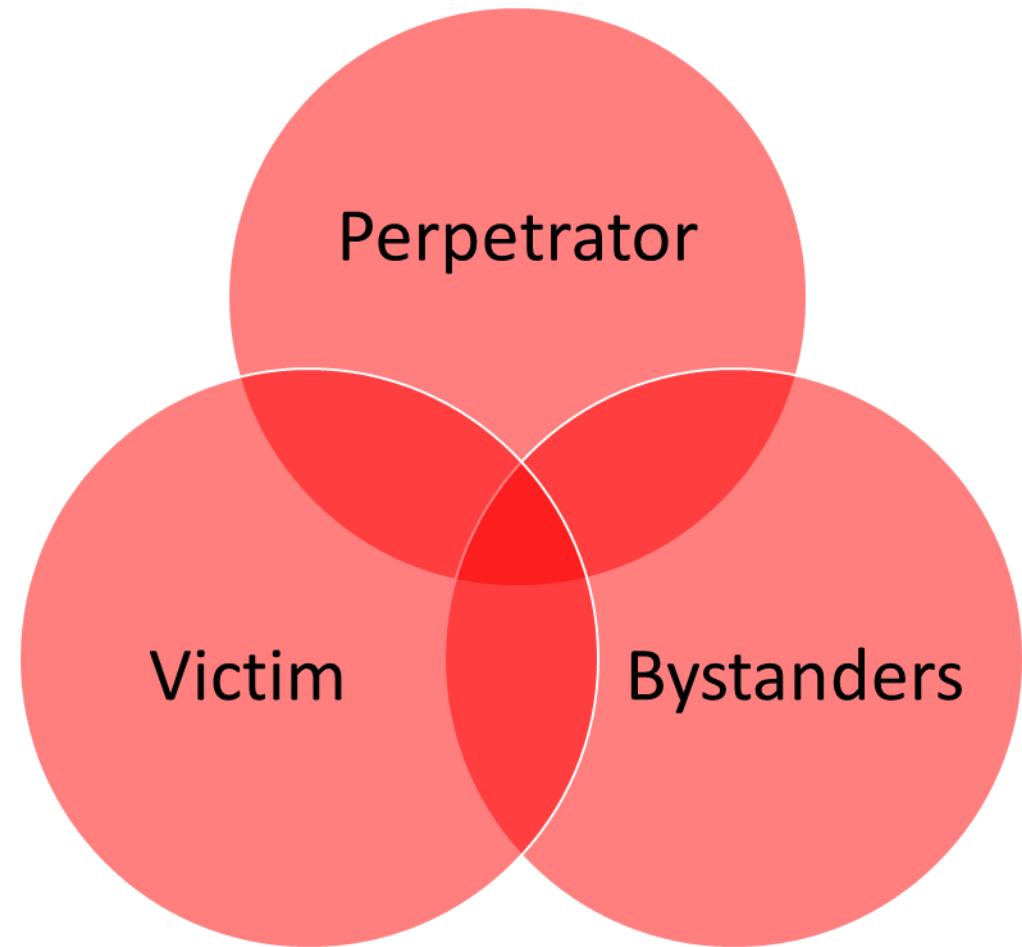
**Almost half** of Australia and US will suffer bullying within working career

**Bullyology**

# Bullyology



# TRIAD OF PARTICIPANTS



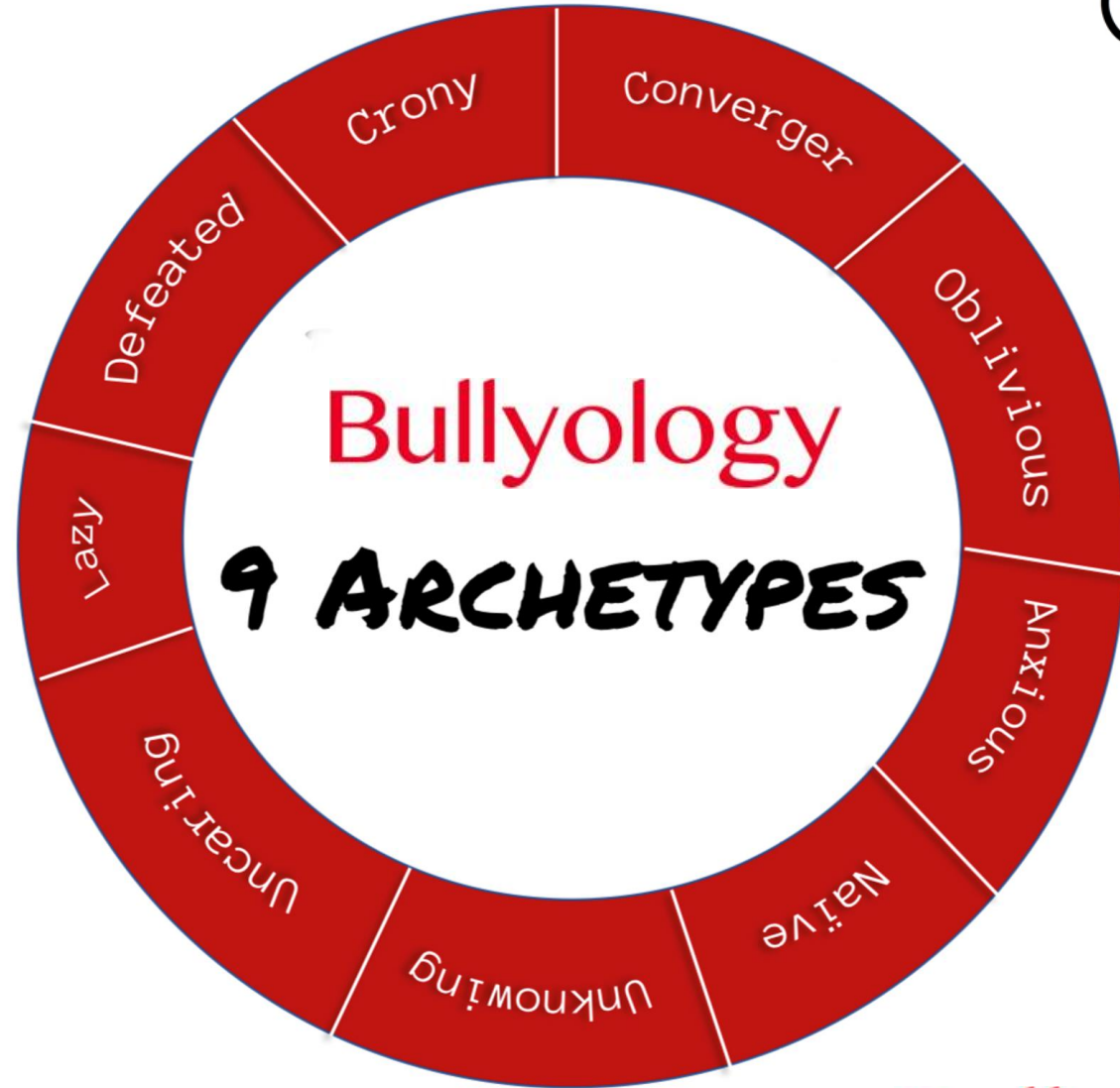
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# THE BYSTANDER EFFECT



# ARCHETYPES OF A BYSTANDER



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AM I A BAD PERSON?



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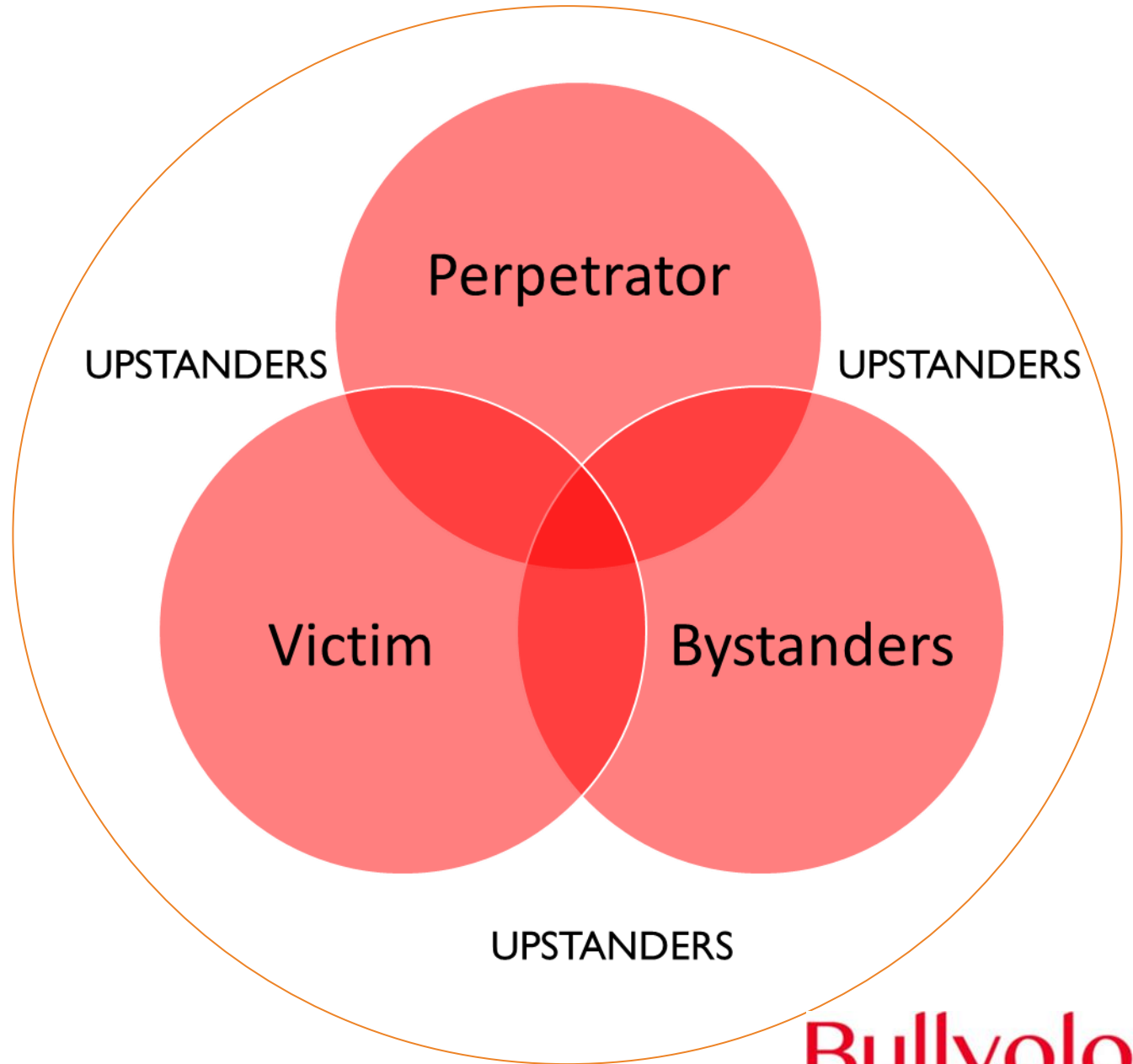
# THE 'UPSTANDER' EFFECT





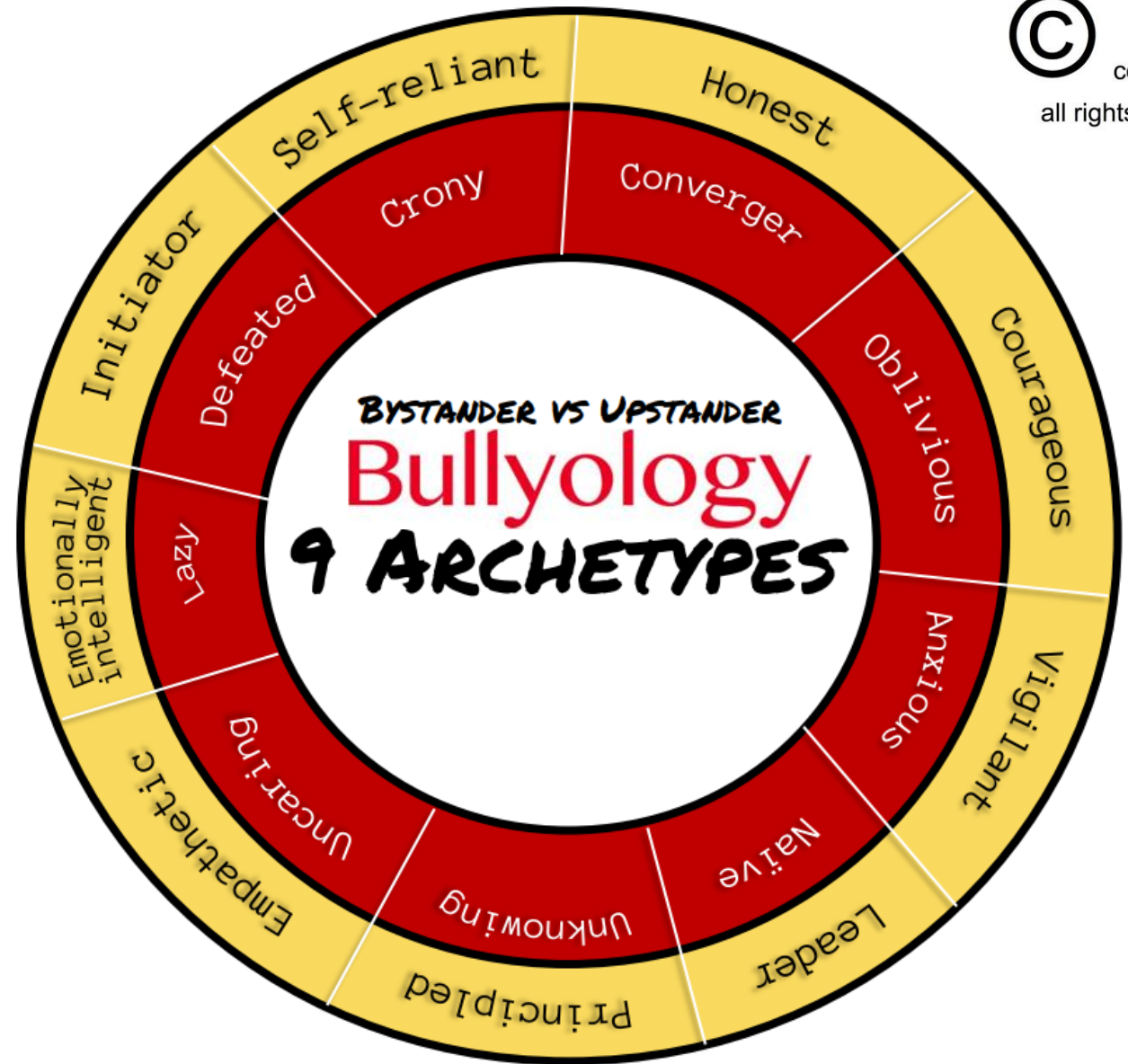
According to *stopbullying.gov*,  
**when bystanders intervene,  
bullying stops within  
10 seconds, 57% of the time.**

# THE PEOPLE POWER



**Bullyology**

# ARCHETYPES OF UPSTANDER





# THE TERM UPSTANDER

An upstander is someone who recognises when something is wrong and acts to make it right. When we stand up for what's right and do our best to help support and protect someone who's being hurt in some way, we are being socially responsible.

WHO DO YOU  
CONSIDER TO BE AN  
UPSTANDER?

—— “ ——

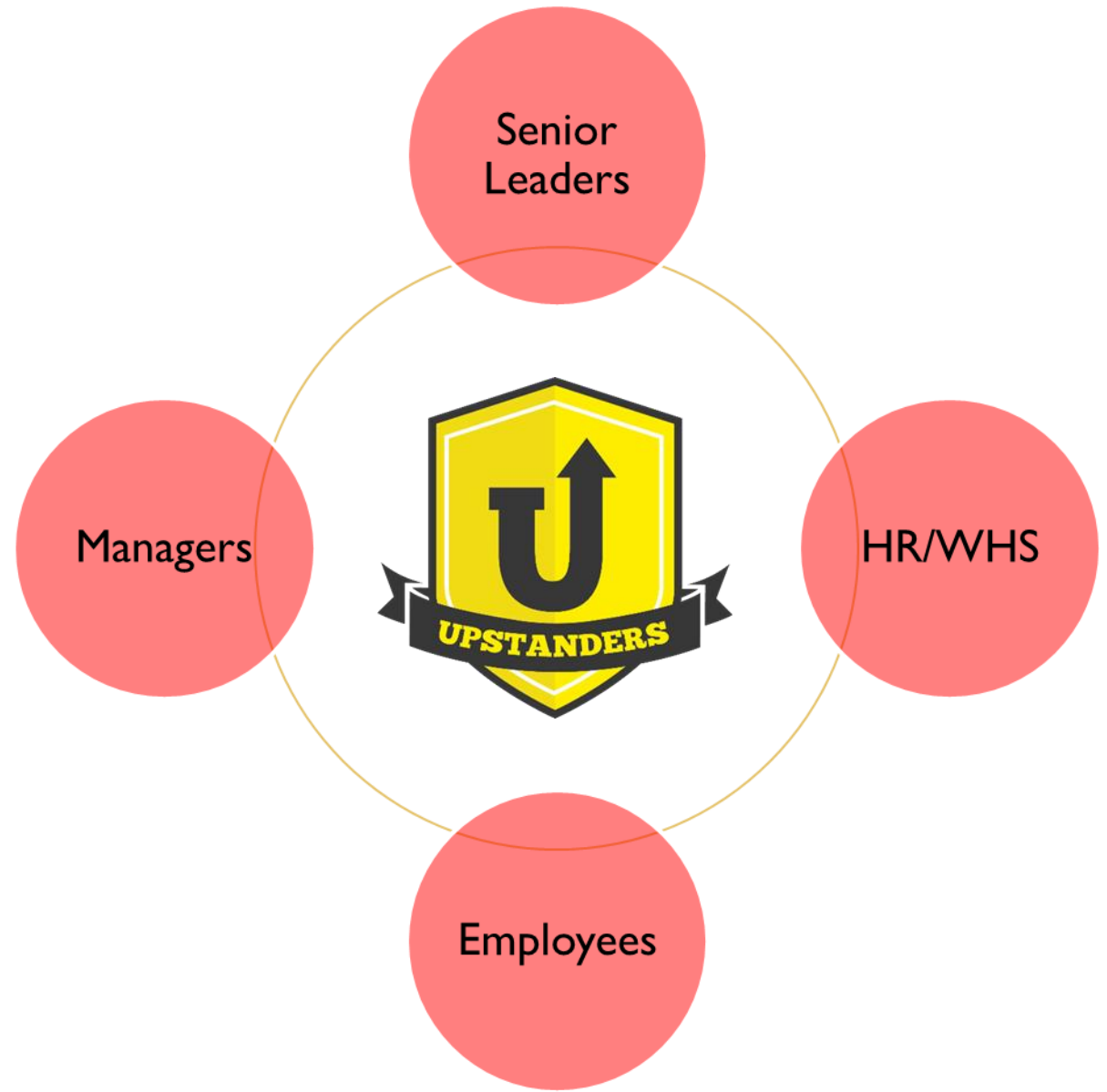
WHEN THE WHOLE  
WORLD IS SILENT,  
EVEN ONE VOICE  
BECOMES POWERFUL.

— **MALALA YOUSAFZAI**

—— ” ——



# ORGANISATION



**Bullyology**

# CALL TO ACTION:

## 5 Steps to Surviving Bullying



Bullying is a serious, complex and growing problem – and it's not going away by itself. It rears its ugly head every day in workplaces, at schools and on social media platforms. Its perpetrators and victims are everywhere – there is no 'standard bully' or 'typical bully victim'. Bullies and their targets come in every ethnicity, religious affiliation, socioeconomic status and educational background.

This module provides some great tools and tips on how to survive bullying and how to help eradicate it from your workplace.

[Get access](#)

## Workplace Bullying Awareness



**Bullying Awareness** is a practical course designed to give employees, managers and business leaders a more complete understanding of workplace bullying: how to prevent it and how best to deal with it when it occurs. It also outlines the harmful effects bullying can have on productivity, staff retention, talent acquisition and employee health.

[Get access](#)

## Managing Workplace Bullying



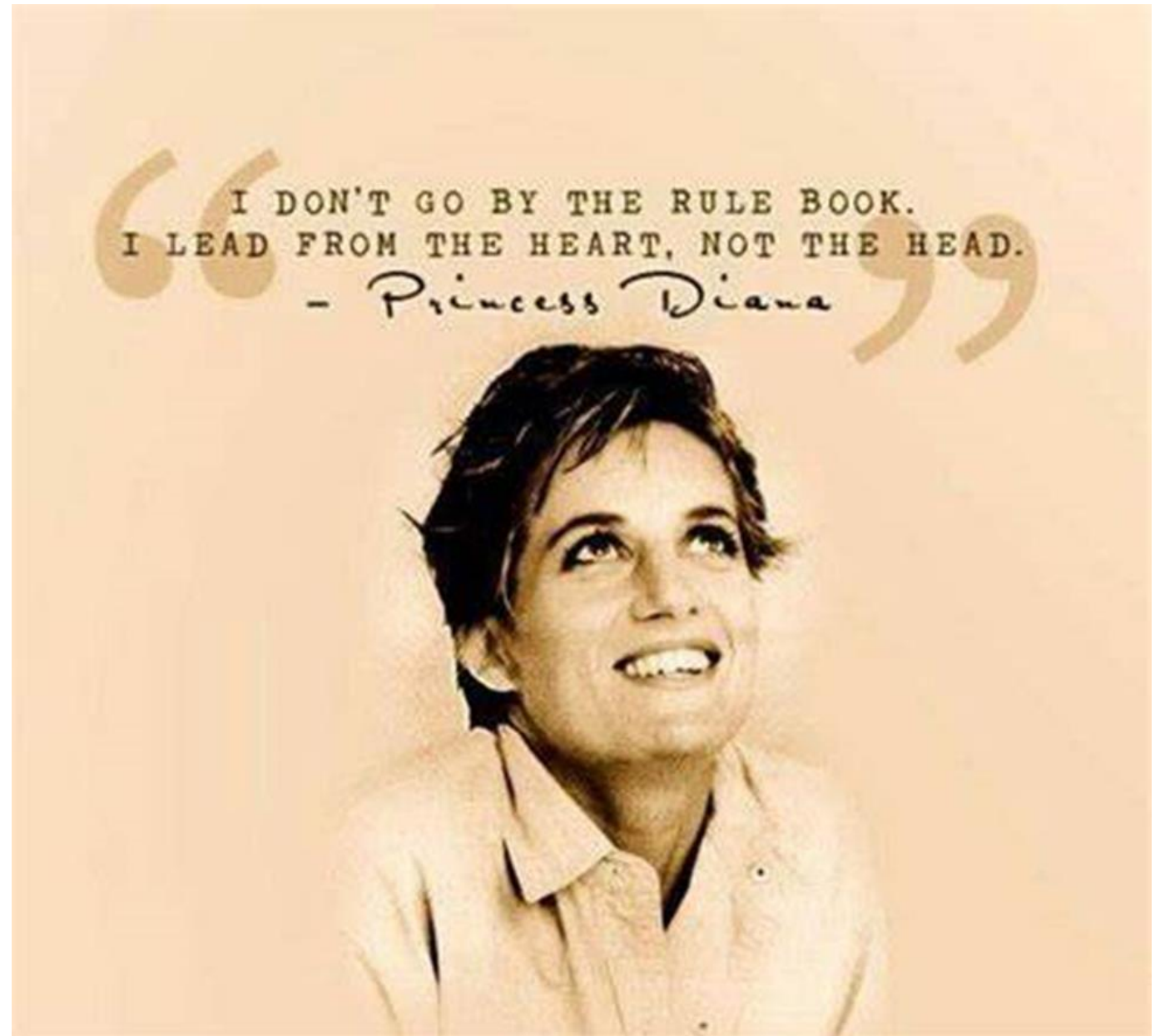
**Managing Workplace Bullying** is a comprehensive course designed to give managers the skills, strategies and information they need to prevent bullying in the workplace environment, understand its causes and effects and efficiently deal with it when it occurs.

[Get access](#)

# WHAT CAN YOU DO?

1. Notice
2. Listen
3. Learn
4. Lead
5. Love

BE KIND!!!





# CONTACT:



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